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INFO OCT-01 ISO-00 SS-15 SP-02 PER-01 SIG-01 A-01 MMO-01 EB-08 SCA-01 IO-13 INR-07 PM-04 CU-02 //065 W

-----301151Z 049915 /22

R 300610Z MAR 77 FM AMEMBASSY MASERU TO SECSTATE WASHDC 6861 INFO AMEMBASSY GABORONE

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STADIS

E.O. 11652: N/A
TAGS: PARM, LT
SUBJECT(ANNUAL POLICY AND RESOURCE ASSESSMENT PART II AND II

REF: CERP 0001

PART II - RESOURCES ASSESSMENT

A. STATE: AT PRESENT STATE RESOURCES ARE COMPOSED OF 5 US PERSONNEL AND 3 FSLS. THE CHARGE' D'AFFAIRES (FSO-3) HAS EXECUTIVE RESPONSIBILITY FOR TBTAL US MISSION DIRECTION AND MANAGEMENT. TH INTERNATIONAL RELATIONS OFFICER (FSO-6) HAS RESPONSIBILITY FOR THE FOLLOWING: POLITIKAL REPORTING, ECONOMIC REPORTING, COMMERCIAL REPRESENTATION, CONSULAR FUNCTIONS, POST SECURITY, AS WELL AS ADMINISTERING A LARGE SPECIAL SELF-HELP PROGRAM (DQPPNPPP IN FY 77). THE ADMINISTRATIVE SPECIALIST (FSS-7) HANDLES MOST DAY-TO-DAY ADMINISTRATIVE SUPPORT DUTIES FOR THE MISSION. THE AMERICAN SECRETARY (FSS-7) TYPES ALL CLASSIFIED MISSION CORRESPONDENCE, IS THE BUDGET AND FISCAL OFFICER AND BACK-UP COMMUNICATOR. WASTLY, THE POST COMMUNICATOR BKFSSO-6) IS RESPONSIBLE FOR MAINTAINING COMMUNICATIONS FLOW. LIMITED OFFICIAL USE

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THE CHARGE' IS PRESENTLY OCCUPIED FULL TIME WITH MAINTAINING EXECUTIVE CONTROL OVER EMBASSY OPERATIONS* THE USIS PROGRAM (1 US OFFICER AND 3 FSLS), A PEACE CORPSSPROGRAM (4 US, 4 FSLS, 150 PCVS) AND AN AID PROGRAM (2 US OFFICERS AND 1 FSL) OF \$7 MILLION PER YEAR. THE EXTENT OF EXECUTIVE CONTROL NECESSARY TO COPE WITH

THE EXPANDED AID PROGRAM FOR FY - 79; WOULD PLACE UNBEARABLE ADDITIONAL DEMANDS ON THE CHARGE'S TIME TO ZHE DETRIMENT OF OTHER MISSION ACTIVITIES.

MAJOR RESTRUCTURING OF THE POST'S STATE RESOURCES IS NOT POSSIBLE WITHIN THE CONSTRAINTS OF LIMITED MANPOWER. MINOR ADJUSTMENTS PLANNED FOR FY 77 WILL MOVE THE CONSULAR AND B&F FUNCTIONS TO THE GENERAL SERVICES OFFICER, FELIEVING WORKLOAD PRESSURE ON THE IRO AND SECRETARY WHO CAN THEN BETTER FOCUS ON PART I OBJECTIVES. THESE LIMITED ADJUSTMENTS, WHILE HELPFUL, WILL NOT IN THE LONG RUN RELIEVE THE MOUNTING PRESSURE ON THE CHARGE'S TIME TO EFFECTIVELY COORDINATE US POLICY AND AID PROGRAM ACTIVITIES.

B. OTHER AGENCY PROGRAMS AND RESOURCE LEVELS:

1. PEACE CORPS: PEACE CORPS PROVISION OF VOLUNTEER TECHNICAL MANPOWER AIDS THE US OBJECTIVE OF SUPPORTING LESOTHO'S SURVIAL AT MODERATE COST TO USG AND GOL. THE PROGRAM IS WELL-FUNDED AND ADEQUATELY STAFFED BY A US PEACE CORPS DIRECTOR, TWO US ASSOCIATE DIRECTORS AND A NURSE, AND 4 FSLS (INCLUDING AN ASSOCIATE DIRECTOR). INCREASES IN PRESENT PROGRAM LEVEL TO ABOUT 190 VOLUNTEERS IS ANTICIPATED PRIOR TO DECLINE TO THE 150 LEVEL BY FY 79.

2. USIS: PRESENT PROGRAM IS FOCUSING RESOURCES ON THE US INTEREST IN EXPLOITING GOL RECEPTIVITY TO US POLICY CONCERNS IN PARTICULAR AND AMERICAN SOCIAL AND POLITICAL PRINCIPLES AND PRACTICES IN GENERAL. WITH NO INCREASE IN STAFF OF ONE US OFFICER AND 3 FSLS CONTEMPLATED THROUGH FY 79, TIGHTER FOCUSING OF RESOURCES, BOTH LIMITED OFFICIAL USE

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FISCAL AND HUMAN, SHOULD ACCOMPLISH OBJECTIVES IN PART I.

3. USAID: PRESENT AID PERSONNEL RESOURCES ARE EXPECTED TO DOUBLE FY FY 79 FROM 3 (2 US AND 1 FSL) TO 4 US AND 2 FSL.
PROJECTED ANNUAL PROGRAM OUTLAYS WILL INCREASE FROM APPROXIMATELY \$7 MILLION TO \$15 MILLION BY FY 79. THESE INCREASES AR IN SUPPORT OF PART I OBJECTIVE AIMED AT ECONOMIC AND POLITICAL SURVIVAL OF LESOTHO. ACTION REQUESTED: THAT DEPT ASSURE EXPEDITIOUS FILLING OF ZWO NEW POSITIONS OF REGIONAL HEALTH DEVELOPMENT OFFICER AND ROADS ENGINEER. PERSONNEL ARE NEEDED TO INSURE EFFECTIVE MANAGEMENT OF PROJECTED NEW AID INPUTS DURING FY 78 AND BEYOND.

PART III - STATE PERSONNEL RECOMMENDATIONS

A. REPROGRAMMING: LIMITED MANPOWER (5 STATE PERSONNEL) PRECLUDES REPORGRAMMING TO MEET INCREASED WORKOAD PROJECTED IN PART I.

B. INCREASE/DECREASES: TO EFFECTIVELY SUPERVISE AND COORDINATE

THE INCREASING USAID PROGRAM, WHICHSBY FY 79 WILL REACH \$15 MILLION PER YEAR, A THIRD CORE FSO (PREFERABLY AN ECONOMIC/POLITICAL OFFICER AT THE 05 OR 04 LEVEL) IS ESSENTIAL. THIS OFFICER WILL ASSURE POLICY AND PROGRAM COORDINATION, THROUGH CONTINUOUS DIALOGUE WITH GOL AND AID OFFICIALS, BETWEEN US AID INPUTS AND LESOTHO'S ECONOMIC PRIORITIES. IN ADDITION, INCREASING DEMANDS FOR ADMINISTRATIVE SUPPORT PLACED ON GSO BY ENLARGED AID AND EMBASSY STAFFING MAKES IT ESSENTIAL THAT A DAS/FSL ADMINISTRATIVE ASSISTANT POSITION BE AUTHORIZED TO ASSIST THE GSO WITH PROJECTED INCREASED ADMINISTRATIVE AND SERVICE REQUIREMENTS.

C. LOWER PRIORITY POSITIONS: NO SUBMISSION REQUIRED.

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R 300610Z MAR 77 FM AMEMBASSY MASERU TO SECSTATE WASHDC 6862 INFO AMEMBASSY GABOJONE

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D. MISSION STAFFING CHART

CURRENT FY 77

S AMER. AMER. FSL FSL

AGENCY/FUNCTION OFFS. STAFF PROF. STAFF

POLITICAL 1(AGL 0 0 1(DAS)

CON/CML 0 0 0 0

 $ADMIN\left(GSO,CONSULAR\right)\ 0 \qquad 1(DAS)\ 0 \qquad 1(DAS)$

COMMUNICATION 0 1(DAS) 0 0

SECURITY 0 0 0 0 0 REGIONAL OFFICES 0 0 0 0

OTHER AGENCIES

USIS 1 0 0 3
AID 2 0 0 1
PEACE CORPS 3 1 1 3
ALL OTHERS 0 0 0 0 0

PROJECTED FY 79

STATE 4 2 0 4 EXECUTIVE 1 1 0 1

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POLITICAL 1 0 0 1(DAS) ECON/CML 1(B) 0 0 0

ADMIN (GSO, CONSULAR) 1(DAS) 0 0 2(C)(DAS)

COMMUNICATION 0 1(DAS) 0 0

SECURITY 0 0 0 0 0
REGIONAL OFFICES 0 0I 0 0

(A) PRESENT IRO POSITION INCLUDES POLITICAL REPORTING, ECONOMIC REPORTING, COMMERCIAL REPRESENTATION, POST SECURITY, CONSULAR FUNCTIONS AFD MANAGEMENT OF SELF-HELP PROGRAM.

- (B) ADDITIONAL FSO ECONOMIC/POLITICAL POSITION TO COORDINATE DEVELOPMENT PROGRAMS, GOL ECONOMIC PRIORITIES, AND US POLICY OBJECTIVES.

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